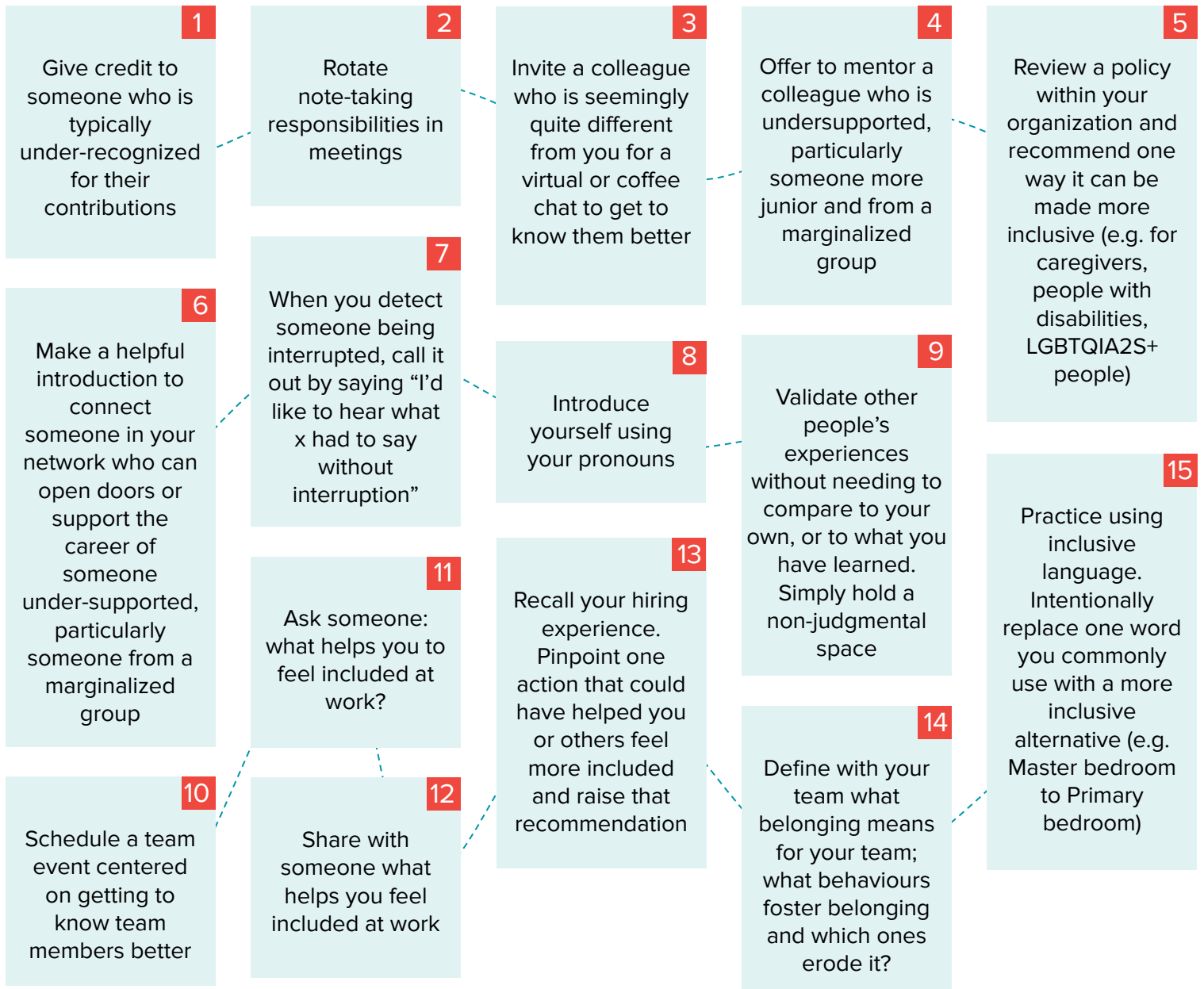


30-Day Inclusion Challenge



You have the power and responsibility to create a more inclusive workplace; one where all people can be themselves and feel as though they belong. Each day for 30 days, follow along with and complete the inclusion actions below to become a more inclusive ally and colleague. Use #inclusionchallenge to share your progress



16

Watch a television show featuring a protagonist who is not from your own identity (e.g. racial, sexual orientation, cultural) group

17

Notice who you are less likely to give constructive feedback to. Set an intention to provide them with honest, kind feedback.

18

When someone expresses something challenging they've experienced, ask "how can I support you?" Don't assume the kind of support they value

19

Ask someone for their perspective today and deeply listen to their response

20

When asked for your opinion or to speak on a topic, give the opportunity to someone who could benefit from the visibility, particularly someone from a marginalized group

21

Seek out your company's accommodation policy. Provide feedback to make it easier to find, more widely communicated and effective

22

Take stock of the physical spaces in your workplace - is there space for spirituality, religious and wellbeing practices? Are washrooms gender inclusive? Make a recommendation to improve the inclusivity of spaces.

23

Find out what proportion of corporate giving is directed toward equity, diversity and inclusion causes. Suggest a charity or cause to broaden giving to be more inclusive

24

Ask for feedback: What can I do to be more inclusive of you?

26

Ask the quietest person if they have anything they'd like to share in your next meeting, withholding assumptions that they have nothing to say

27

Communicate that video is optional during meetings, recognizing that different people engage and process information differently

25

Nominate an under-recognized colleague for a workplace award or honour

29

Explore your company's process and policy for raising concerns. Pinpoint one way to make it more safe and inclusive.

28

Circulate an agenda 48-hours in advance of your next meeting, enabling people more time to prepare

30

Reflect on the past 30-days: what was the most impactful inclusion action you took? What will you commit to continuing and carrying forward?



Start making real and impactful change.

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